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MANAGING STRESS – A CONCEPTUAL STUDY

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ABSTRACT
People in the world's developed nations are now affected by a strange new sickness. Excessive amounts might jeopardize a person's capacity to adapt to their surroundings. Stress is a sign of the strain people experience in the workplace. Any employee, regardless of age or status – manager or worker – may be impacted. However, it may be lessened, and self-reflection, brain stilling, therapy, meditation, and other Indian stress-reduction techniques are particularly beneficial. This study examines the current issue of stress and offers solutions that are based on Indian ideas.
KEY WORDS: *Age of anxiety, Brain stilling, Meditation, Stress.*

INTRODUCTION

Stress is how people respond to events, circumstances, and changes in their life on a physical and mental level. Stress affects people differently and for different reasons.

Your response is determined by how you interpret a circumstance or occurrence. You will probably feel distressed—overwhelmed, oppressed, or out of control—if you have a bad opinion of a scenario. The most common type of stress is distress. Eustress, the opposite type, is often known as "good stress" since it arises from a "positive" perspective on a situation or occurrence.

Because eustress involves concentrated energy, it may be an antidote to boredom and help you rise to a task. However, if something makes you believe that the situation is out of control or uncontrollable, that energy may quickly transform into anguish. While some people look forward to the occasion, others find public speaking or flying to be extremely stressful, leading to bodily symptoms including elevated heart rate and decreased appetite. It frequently comes down to perception: One person's good stressors may be detrimental to another.

The Age of Anxiety

The current era, which spans from 1900 to the present, is unique in human history since it has seen tremendous and chaotic development. This era has been referred to by philosophers and scientists under several titles. It has been dubbed the Age of Discontinuity by Peter Drucker, the Age of Uncertainty by John Galbraith, the Age of Future Shock by Alvin Toffler, and the Age of Anxiety by Karl Albrecht.

Stress – A New Disease

People in the world's developed nations are now afflicted with an odd new illness. From headache to heart attack, from indigestion to stroke, from exhaustion to elevated blood pressure, the symptoms can range from moderate discomfort to death. The term "stressful life of man" refers to the stressful nature of both business and domestic life.

Stress is a condition of strain of one's

- Emotions,
- Thought Processes and
- Physical Conditions.

Excessive amounts might jeopardize a person's capacity to adapt to their surroundings. Stress is a sign of the pressures people experience in the workplace. These demands cause employees to experience a variety of stress-related symptoms that impair their ability to do their jobs. Stressed-out people may become tense, easily agitated, and hard to unwind. They could drink too much alcohol and be uncooperative. Because the body's internal systems adapt to stress, stress also causes physical diseases. Stomach ulcers, heart illness, renal problems, etc. are examples of physical ailments. Any employee, regardless of age or position, can be impacted by stress.

Positive and Negative Stress

A stimulus, which might be psychological or physical, is what causes stress. Eustress is the term for positive stress, such as receiving a promotion or getting married. Distress caused by unfavorable news, excessive demands, demotions, etc. is referred to as negative stress.

The Stressors

Stressors are circumstances that lead to stress. One study claims that the primary sources of stress are related to the workplace and the home, including divorce and the loss of a wife or kid. One's employment, including getting dismissed, is the other main cause. Frustration is another source of stress. It is the outcome of a motivation being suppressed to keep someone from accomplishing a goal.

Causes of Stress

Three primary groups comprise the most common causes of "stressing out":

1. The disconcerting consequences of change

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2. The perception that you are being challenged or threatened by an external force
3. The perception that you are no longer in control of your life.

The most frequent causes of stress are life events like marriage, work changes, divorce, or the loss of a friend or relative. Even though they are less frequent, life-threatening incidents can have the most severe physiological and psychological effects. They are typically linked to professions in public service, such as law enforcement, fire and rescue, disaster assistance, and the military, when workers endure high levels of stress due to impending danger and uncertainty.

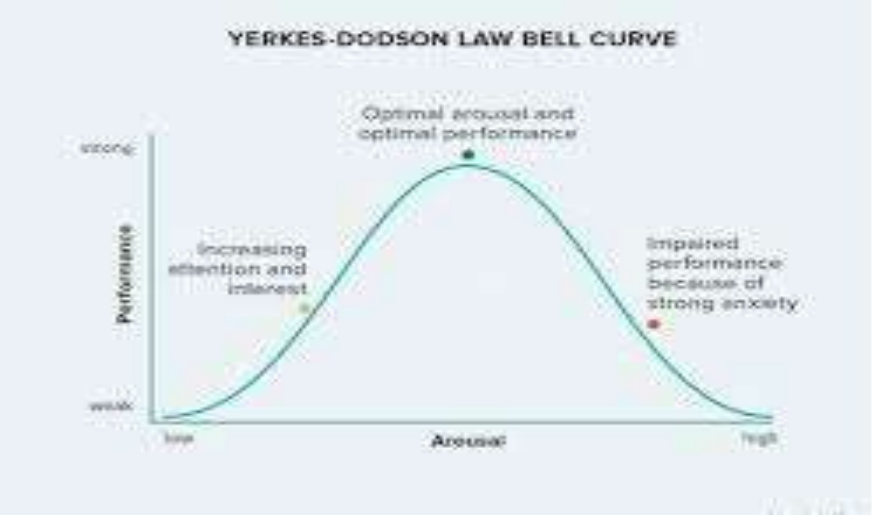
Even if you don't want to pursue a high-stress profession, the demands of college life may put you in stressful situations. According to the National Institute of Mental Health (NIMH), college students frequently experience the following stressors:

- Higher Academic Expectations;
- Living Alone in a New Setting;
- Altered Family Dynamics;
- Financial Obligations;
- Altered Social Interactions;
- Exposure to New Individuals,
- Concepts, and Temptations;
- Awareness of Your Sexual Identity and Orientation; and
- Preparation for Life Beyond Graduation.

Relationship between Stress and Performance

Stress may either improve or impair one's ability to function at work. The connection between stress and job performance is illustrated via a stress performance model. Job difficulties are missing and performance is often poor when there is no stress. Stress helps a person mobilize resources to fulfill job needs, which leads to an improvement in performance. Stress eventually reaches a plateau that coincides with an individual's peak performance capacity. At this stage, performance usually doesn't increase with more stress. Lastly, performance will deteriorate if stress levels become too high, and performance will completely collapse if stress levels reach a breaking point.

The Yerkes-Dodson Law, an inverted U-shaped curve, best captures the relationship between stress and performance: low stress results in poor performance, moderate stress improves performance (optimal zone, "in the zone"), but high stress (distress) seriously impairs functioning, resulting in errors or burnout. While moderate stress may boost motivation and concentrate, excessive stress overwhelms coping strategies, emphasizing that while moderate pressure can be helpful, too much of it can have negative effects on one's physical and mental well-being.



Important facets of the link between stress and performance:
Optimal Arousal (The Peak): High performance is made possible by a modest amount of stress, which boosts motivation, focus, and endurance.

Under-Arousal (Left Side of the Curve): Low levels of stress or boredom cause a lack of drive and attention, which impairs performance.

Over-Arousal (Right Side of the Curve): Excessive stress overwhelms the person, resulting in burnout, emotional overload, and reduced functioning.

Cognitive Appraisal: A person's stress reaction and performance are greatly influenced by how they view a situation (as a challenge vs a danger) and how confident they are in their capacity to handle it.

Physiological Reaction: Stress increases heart rate and alertness by releasing chemicals like cortisol and adrenaline, which can be beneficial in the short term but detrimental in the long run.

Types of Relationships Proposed:
U-Shaped (Curvilinear): The most common model, showing initial performance gain with mild stress, peaking at moderate stress, then declining.

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Negative Linear: Performance continuously decreases as stress increases (distress).
Positive Linear: Performance continuously increases as stress increases (stress seen as challenge).
Ultimately, the key is finding the manageable level of pressure that motivates action without causing dysfunction, a balance that varies for each person and task.

Stress can be Reduced
Deep breathing, meditation, yoga, and other relaxation techniques, as well as healthy lifestyle choices like exercise, restful sleep, a balanced diet, and substance abstinence, time management, and engaging in enjoyable activities or supportive people, can all help reduce stress and promote resilience. There are several ways to reduce Stress .The Indian way of managing Stress are :

Self-Introspection
To identify areas of friction, tension, and discord, we must engage in self-study, self-analysis, and self-criticism. We should create a balance sheet of our own advantages and disadvantages as our minds could point out areas of weakness. Regular self-reflection will help us solve the issues and convince the relevant aspects of ourselves to take on the intended role.

Brain Stilling
When faced with challenging issues, managers in the West turn to brainstorming.The Indian insight promotes brain stilling as a superior substitute. A reliable and long-lasting answer to all management issues and the relative tension that leads to stress may be found by making logical decisions with a silent mind. The most dependable technique for finding answers to challenges and issues that reason is unable to address is brain stilling, often known as contemplative quiet.

Counseling
Talking about an issue with an employee in order to help them deal with it better is called counseling. By releasing emotional tension—also referred to as emotional cathars—counseling aims to enhance employees' mental well-being. Every time they get the chance to talk to someone about their grievances and other issues, they will become emotional.

Meditation
Meditation is another method of reducing stress.In order to relax the body both physically and emotionally, meditation entails calm, focused interior thinking. It aids in temporarily removing a person from a stressful environment.

In order to expose oneself to the divine power and accept its instruction to identify the places that need to be altered, one might meditate. Through insight, it unlocks the third eye of knowledge. Many difficult administrative issues requiring higher consciousness can be resolved with meditation.

CONCLUSION
There is a lot of stress in the industrial world. Excessive amounts might jeopardize a person's capacity to adapt to their surroundings. However, we may lessen stress in a number of ways. Indian stress management techniques include introspection, brain-still, counseling, meditation, and more. The Consciousness approach to management is what we ought to do. Both the management and the employees must have complete trust in the infinite capabilities of the superior.

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